



EAST TENNESSEE NONPROFIT COMPENSATION REPORT

2021



Introduction

The 2021 East Tennessee Nonprofit Compensation Survey, conducted by the Alliance for Better Nonprofits, was administered online between April 15, 2021 and May 31, 2021, with 193 nonprofit organizations participating. This regional survey was the first of its kind conducted in East Tennessee.

Survey respondents were staff and board members of 501(c)(3) nonprofits located in the counties of Anderson, Blount, Campbell, Carter, Claiborne, Cocke, Grainger, Greene, Hamblen, Hancock, Hawkins, Jefferson, Johnson, Knox, Loudon, McMinn, Monroe, Morgan, Roane, Scott, Sevier, Sullivan, Unicoi, Union, and Washington.

The purpose of the survey was to provide helpful guidance for nonprofit board members and leaders to better gauge and benchmark nonprofit staff compensation.

In an effort to present the information in a manner that can be easily interpreted and utilized, we have provided the following:

- A description of the survey respondents, including field of work, budget size, staff size, and CEO/executive director demographics
- CEO/executive director compensation data based on budget size, gender, race/ethnicity, and location
- Compensation data for 60 nonprofit staff positions

We hope you find this information useful to your organization. If you have any questions about this report, please contact Tiffani Mensch, ABN Director of Education and Outreach, at tmensch@betternonprofits.org.

2021 EAST TENNESSEE NONPROFIT COMPENSATION REPORT

Alliance for Better Nonprofits
318 N. Gay Street, Suite 203
Knoxville, TN 37917
(865) 313-2077
betternonprofits.org

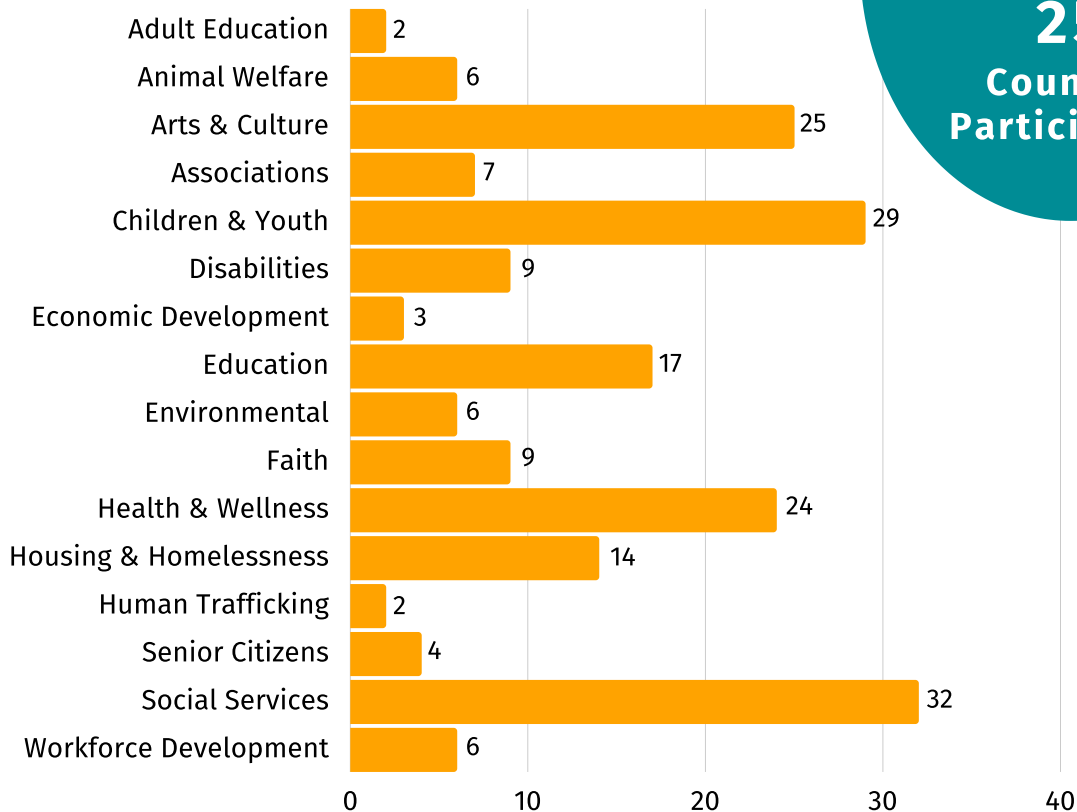
The Alliance for Better Nonprofits (ABN) provides East Tennessee nonprofits with support to accomplish their missions and increase their impact, ensuring all East Tennesseans across diverse communities, cultures, and generations can reach their full potential.

ABN offers the building blocks nonprofits need to be strong and sustainable through education and training, consulting services, relationship-building opportunities, access to resources, and collaboration in collective impact initiatives. We support the important work of the 400+ organizations we serve by laying the foundation for a strong, well-invested nonprofit community.

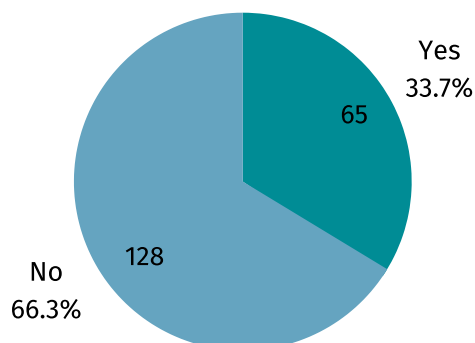
Organizational Profiles

193
East Tennessee
Nonprofit
Organizations
Serving
25
Counties
Participated

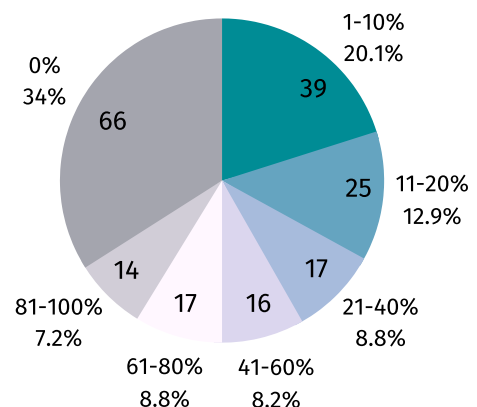
TYPE OF ORGANIZATION



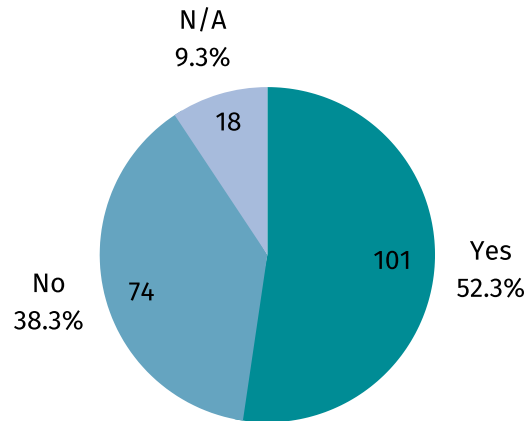
DOES YOUR ORGANIZATION HAVE A COMPENSATION POLICY?



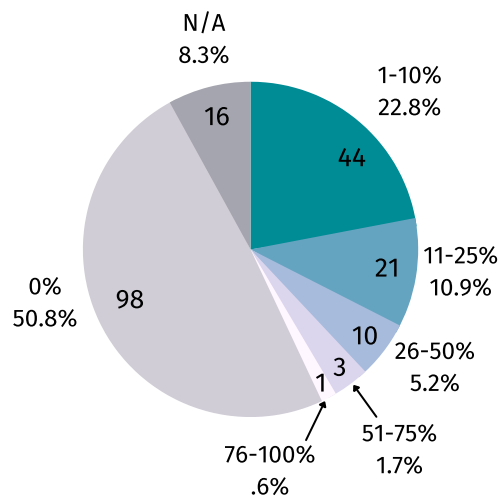
PERCENTAGE OF ORGANIZATION BUDGET THAT COMES FROM GOVERNMENT GRANTS AND/OR CONTRACTS (INCLUDING FEDERAL, STATE, AND LOCAL SOURCES)



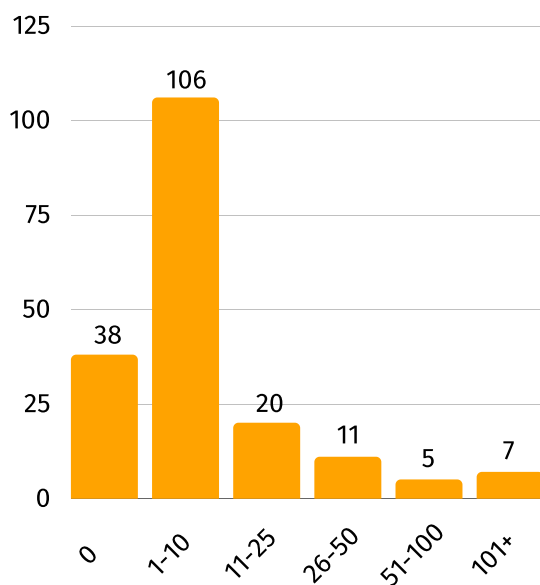
DO ANY OF YOUR EMPLOYEES MAKE LESS THAN \$15/HOUR (SALARY & HOURLY)?



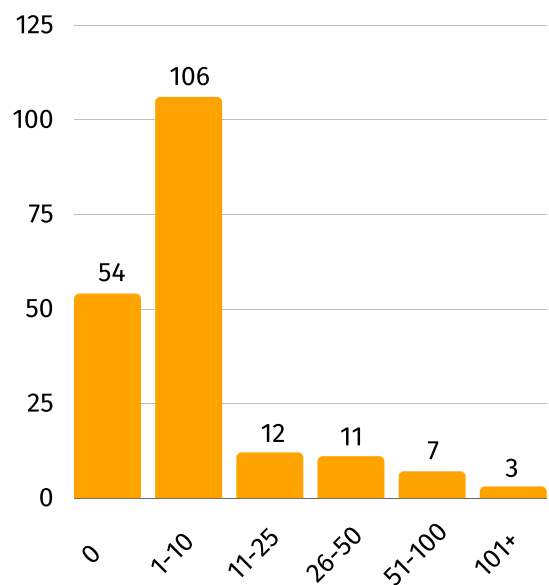
WHAT PERCENTAGE OF EMPLOYEES RESIGNED (NOT TERMINATED/LAID OFF) IN 2020?



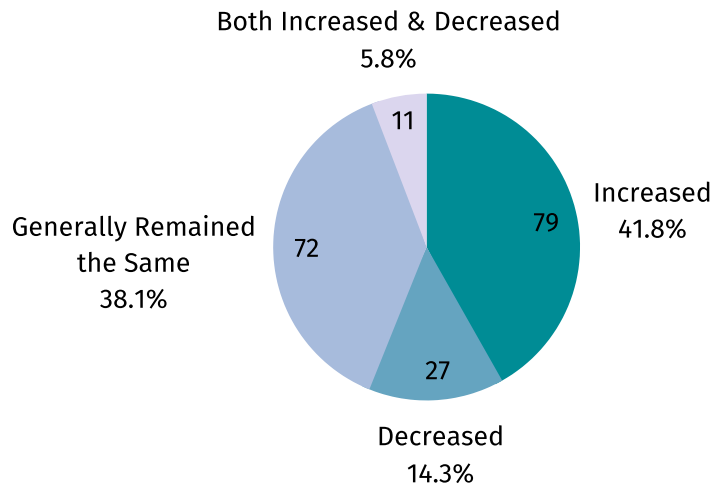
NUMBER OF FULL-TIME EMPLOYEES



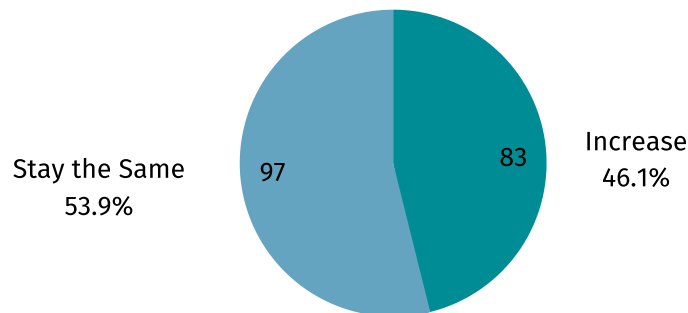
NUMBER OF PART-TIME EMPLOYEES



WITHIN THE LAST FIVE YEARS, OUR ORGANIZATION'S STAFF SIZE

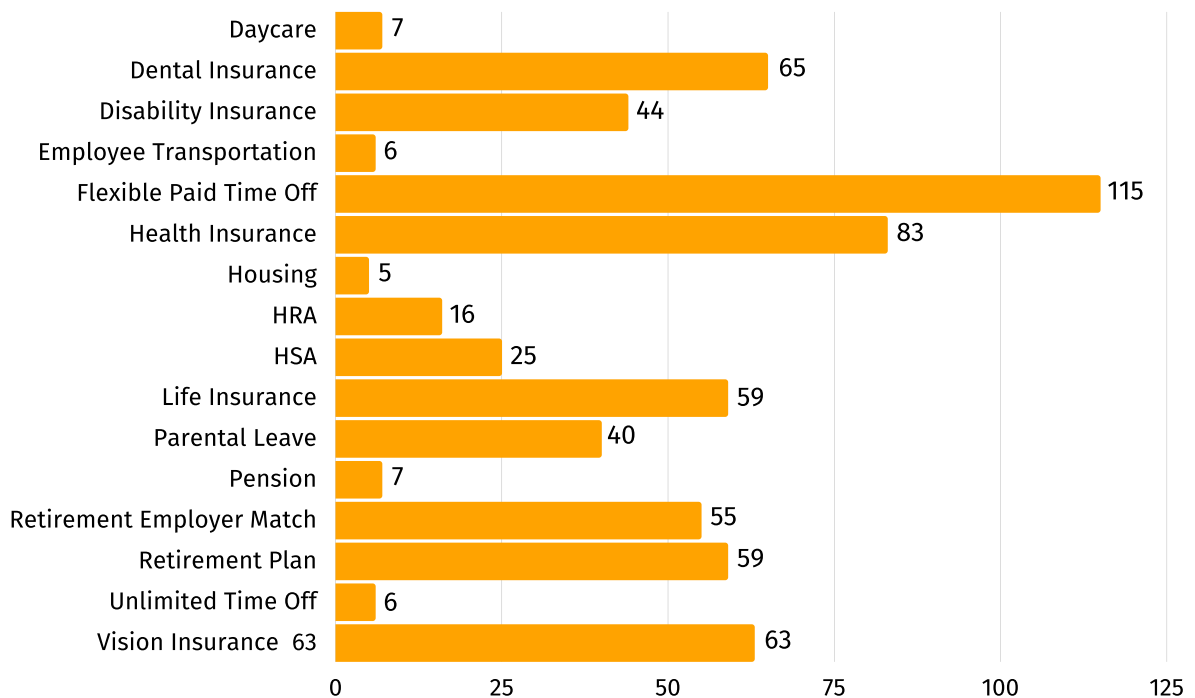


IN THE COMING FISCAL YEAR, WE ANTICIPATE OUR STAFF SIZE WILL

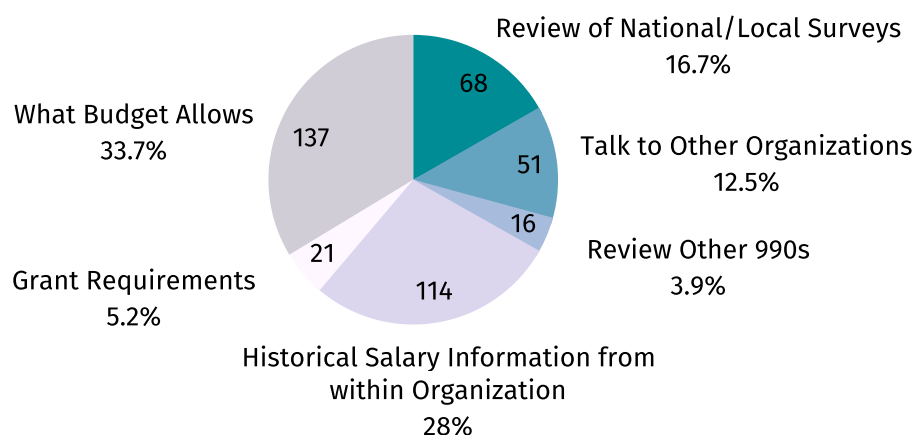


*No respondents reported anticipating decreasing the number of staff

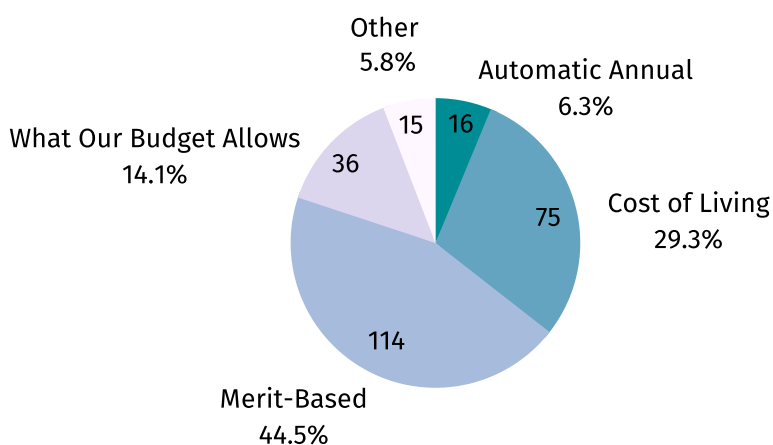
WHAT BENEFITS DO YOU PROVIDE TO EMPLOYEES?



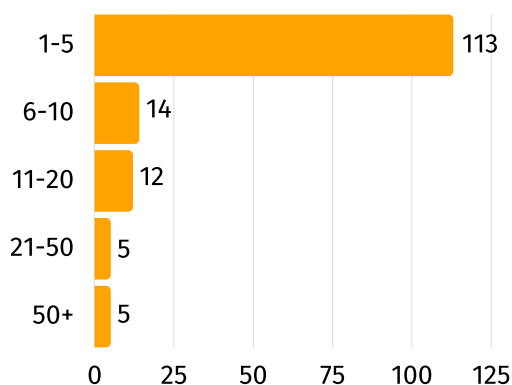
IF YOU HAVE EMPLOYEES, HOW ARE SALARIES DETERMINED?



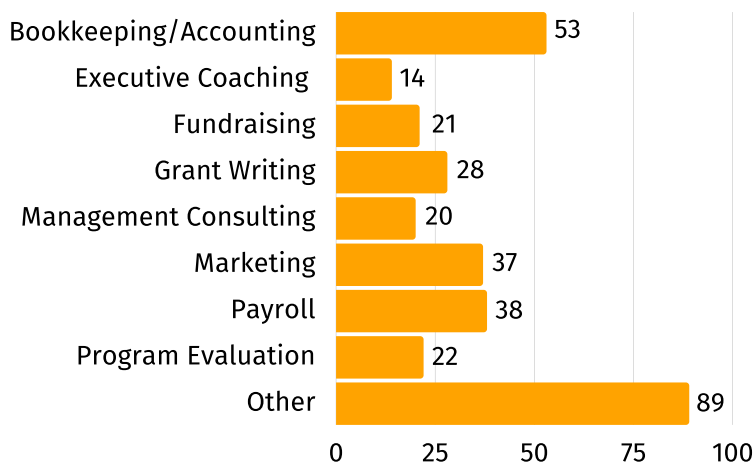
WHAT IS THE BASIS FOR STAFF SALARY INCREASES?



IF YOU ENGAGE INDEPENDENT CONTRACTORS, HOW MANY DO YOU CONTRACT WITH EACH YEAR?

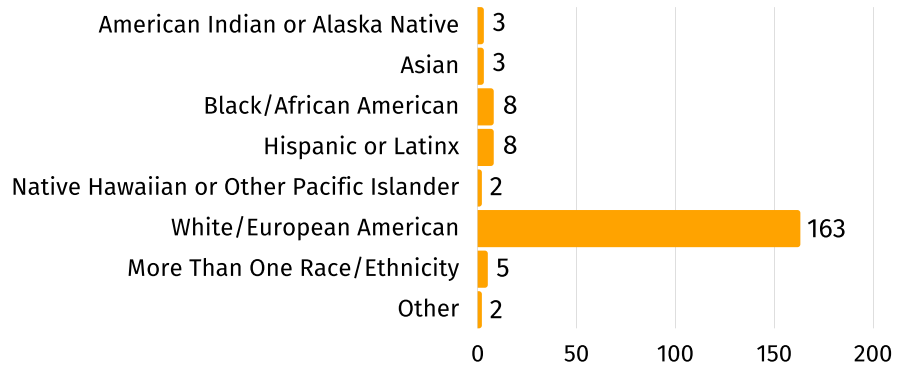


IN WHAT AREAS DO YOU CONTRACT OUT?



Other contract areas include IT support, web development, graphic design, training, teachers, performers, maintenance, and security.

RACE/ETHNICITY OF PRESIDENT/CEO/ EXECUTIVE DIRECTOR

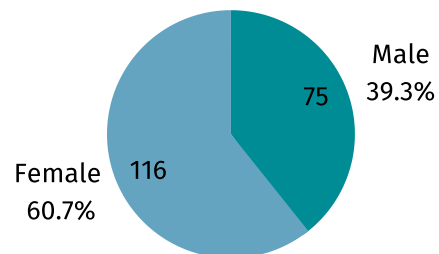


PRESIDENT/CEO & EXECUTIVE DIRECTOR COMPENSATION DATA BY RACE/ETHNICITY

PRESIDENT/CEO	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
White	\$110,158	\$60,000	\$98,000	\$174,400
Non-White	\$61,000	\$48,600	\$63,000	\$72,600

EXECUTIVE DIRECTOR	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
White	\$67,515	\$35,000	\$55,000	\$115,000
Non-White	\$63,274	\$45,000	\$60,000	\$86,500

GENDER OF PRESIDENT/CEO/ EXECUTIVE DIRECTOR

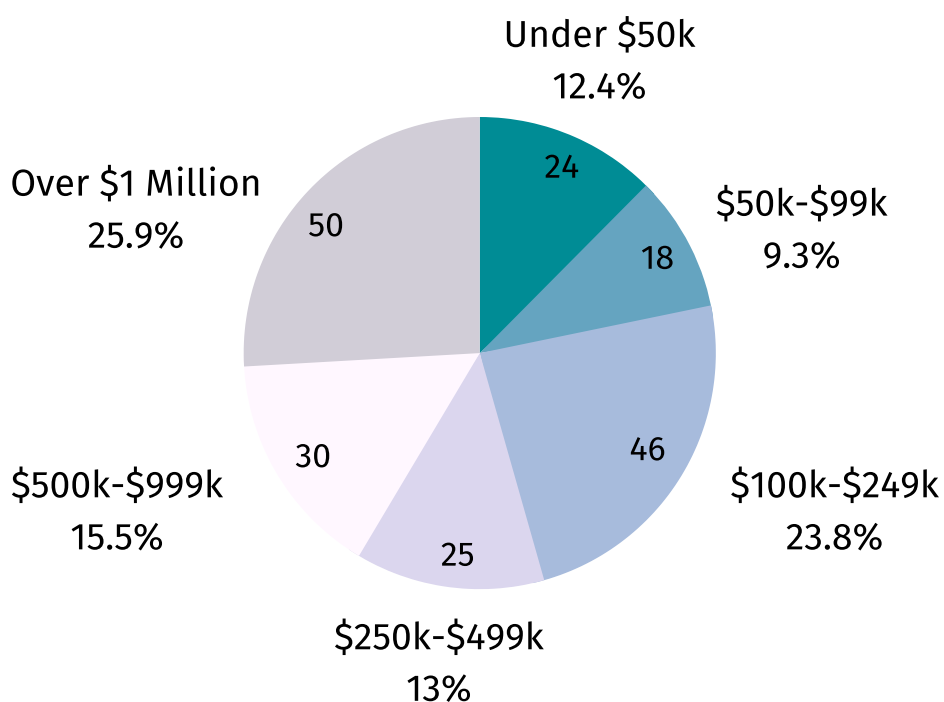


PRESIDENT/CEO & EXECUTIVE DIRECTOR COMPENSATION DATA BY GENDER

PRESIDENT/CEO	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
Male	\$109,541	\$60,000	\$95,000	\$175,000
Female	\$103,272	\$57,000	\$98,000	\$163,360

EXECUTIVE DIRECTOR	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
Male	\$65,299	\$35,000	\$57,500	\$130,000
Female	\$66,123	\$35,700	\$55,000	\$111,236

BUDGET SIZE

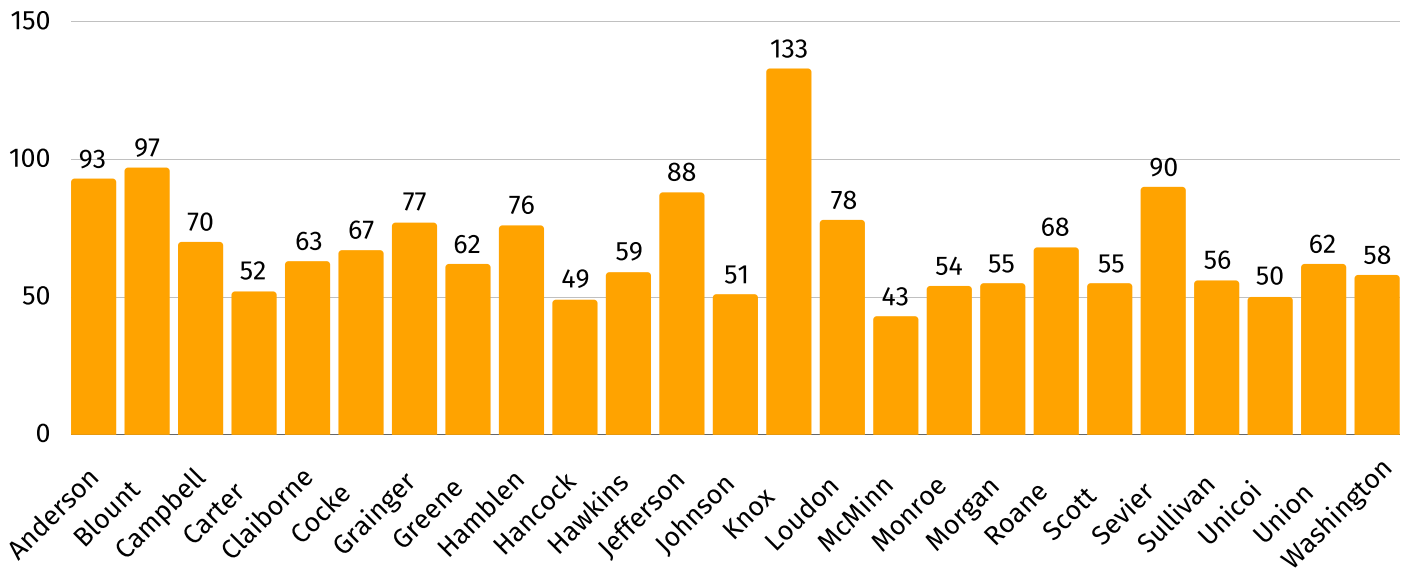


PRESIDENT/CEO & EXECUTIVE DIRECTOR COMPENSATION DATA BY BUDGET SIZE

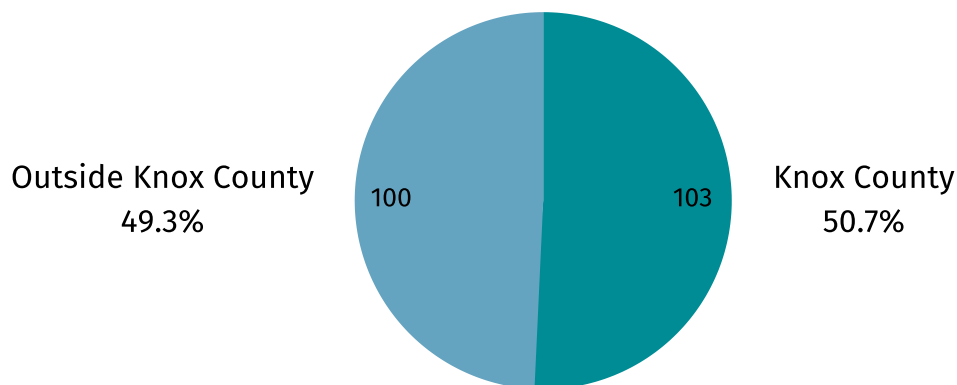
PRESIDENT / CEO	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
\$500k-\$999k	\$89,885	\$60,000	\$85,000	\$144,000
Over \$1 Million	\$128,611	\$83,400	\$120,000	\$181,800

EXECUTIVE DIRECTOR	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
\$50k-\$99k	\$43,445	\$27,560	\$36,764	\$62,400
\$100k-\$249k	\$47,370	\$34,850	\$43,000	\$65,000
\$250k-\$499k	\$55,250	\$41,400	\$52,875	\$74,945
\$500k-\$999k	\$68,438	\$46,000	\$63,500	\$97,500
Over \$1 Million	\$100,481	\$62,350	\$98,250	\$152,750

COUNTIES SERVED



PHYSICAL LOCATION OF ORGANIZATION



PRESIDENT/CEO & EXECUTIVE DIRECTOR COMPENSATION DATA BY LOCATION

PRESIDENT / CEO	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
Knox County	\$113,186	\$63,200	\$110,899	\$174,700
Outside Knox County	\$101,763	\$60,000	\$94,000	\$155,000
EXECUTIVE DIRECTOR	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
Knox County	\$78,693	\$38,800	\$65,000	\$118,000
Outside Knox County	\$57,909	\$35,000	\$49,585	\$91,000

COMPENSATION DATA BY POSITION

ADMINISTRATIVE / GENERAL OFFICE	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
Office Manager	\$38,154	\$24,978	\$37,934	\$52,000
Executive Assistant	\$37,647	\$29,250	\$38,000	\$50,900
Administrative Assistant	\$28,762	\$20,700	\$29,360	\$36,000
Receptionist	\$26,750	\$17,496	\$26,000	\$36,075

COMMUNICATIONS	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
Director of Communications	\$62,192	\$50,150	\$61,500	\$80,240
Director of Community Engagement/Outreach	\$49,520	\$35,720	\$45,000	\$70,000
Communications Manager	\$46,646	\$41,296	\$45,000	\$52,554
Communications Coordinator	\$35,651	\$31,868	\$35,285	\$39,320
Social Media Coordinator	\$34,480	\$24,111	\$35,000	\$44,800
Community Organizer	\$44,514	\$27,840	\$38,000	\$70,000

C-SUITE	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
Chief Financial Officer	\$83,730	\$45,000	\$90,000	\$120,000
Chief Operations Officer	\$69,901	\$45,000	\$64,353	\$102,500
Chief Development Officer	\$72,853	\$45,000	\$70,000	\$101,804
Chief Human Resources Officer	\$65,758	\$45,000	\$61,500	\$87,448
Executive Vice President	\$80,257	\$53,688	\$84,500	\$105,375
Deputy Director	\$67,500	\$58,600	\$68,000	\$76,000

EDUCATION	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
Director of Education	\$55,927	\$40,000	\$50,000	\$89,180
Instructor/Teacher	\$35,318	\$25,000	\$34,000	\$49,000
Teaching Assistant	\$24,962	\$17,400	\$22,880	\$31,686

EXECUTIVE	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
President/Chief Executive Officer	\$106,952	\$60,000	\$96,500	\$173,500
Executive Director	\$63,441	\$35,000	\$55,000	\$112,060

FACILITIES/ MAINTENANCE	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
Facilities Manager	\$41,384	\$21,600	\$40,000	\$59,200
Groundskeeper	\$29,196	\$23,968	\$30,000	\$34,400
Driver	\$30,615	\$21,080	\$30,918	\$37,900
Custodian	\$25,519	\$20,800	\$24,960	\$31,200

FINANCE	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
Director of Finance/ Controller	\$63,385	\$42,200	\$46,200	\$76,200
Accounting Manager	\$51,713	\$35,950	\$48,750	\$69,700
Accounting Supervisor	\$40,920	\$36,400	\$42,000	\$45,008
Senior Accountant	\$45,000	\$39,600	\$46,000	\$50,000
Accountant	\$42,252	\$33,934	\$44,000	\$49,948
Bookkeeper	\$32,136	\$25,000	\$33,000	\$40,000

FUNDRAISING	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
Director of Development	\$57,275	\$36,900	\$57,900	\$75,400
Development Manager	\$51,096	\$43,600	\$51,600	\$58,797
Special Events Manager	\$40,092	\$30,600	\$37,500	\$50,880
Development Associate/Coordinator	\$33,853	\$29,000	\$31,500	\$40,830
Grant Writer/Administrator	\$45,697	\$30,360	\$44,000	\$63,500

HUMAN RESOURCES	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
Human Resources Manager	\$53,617	\$40,000	\$51,890	\$71,400
Human Resources Assistant	\$38,183	\$33,248	\$37,800	\$43,500

INFORMATION TECHNOLOGY	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
Director of Information Technology	\$59,494	\$43,443	\$56,238	\$78,150
Systems Administrator	\$48,917	\$33,750	\$43,500	\$69,500

MARKETING	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
Director of Marketing	\$56,079	\$45,964	\$53,040	\$70,350
Marketing Manager	\$48,750	\$38,750	\$47,500	\$60,000
Marketing Coordinator	\$32,923	\$29,036	\$32,345	\$37,271

MEDICAL SERVICES	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
Medical Services Director	\$77,800	\$22,400	\$41,000	\$159,600
Clinical Director	\$59,851	\$47,700	\$57,202	\$74,121
Director of Nursing	\$47,340	\$41,616	\$50,000	\$52,000

MEDICAL SERVICES CONT.	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
Registered Nurse	\$40,707	\$38,152	\$41,000	\$43,144
Nurse Practitioner	\$35,453	\$32,568	\$34,840	\$38,584

PROGRAMS	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
Program Director	\$47,285	\$31,000	\$46,053	\$70,000
Program Manager	\$42,185	\$29,600	\$40,170	\$55,893
Program Associate/ Assistant	\$32,412	\$22,000	\$33,000	\$39,000

RETAIL / THRIFT SHOP	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
Retail Manager	\$41,084	\$33,236	\$38,525	\$53,450
Retail Sales Clerk	\$26,139	\$20,200	\$25,480	\$32,200

SOCIAL WORK / SOCIAL SERVICES	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
Licensed Social Worker	\$49,940	\$40,556	\$47,500	\$60,500
Social Worker	\$37,852	\$31,000	\$39,000	\$44,500
Case Manager	\$34,607	\$28,000	\$34,300	\$41,000
Outreach/Prevention Worker	\$33,986	\$30,300	\$34,000	\$37,993

VOLUNTEER MANAGEMENT	AVERAGE	10TH PERCENTILE	MEDIAN	90TH PERCENTILE
Director of Volunteers	\$38,102	\$29,000	\$36,420	\$49,000
Volunteer Manager	\$33,372	\$25,612	\$30,000	\$41,537
Volunteer Program Assistant	\$30,742	\$21,760	\$36,800	\$37,300